

**441—101.7(218) Resident employment.**

**101.7(1)** Employers, individuals, or organizations wishing to hire a resident of the institution shall receive approval from the superintendent or designee.

**101.7(2)** Child labor laws shall be adhered to.

**101.7(3)** The employer's legal and institutional responsibilities shall be documented by the superintendent or designee and communicated, including salary, supervision, transportation, and hours, to the residents' employer so as to clarify and document the resident-employer employment agreement.

**101.7(4)** The employer or superintendent or designee or resident has the right to terminate the employment at any time.

**101.7(5)** Residents shall be paid in accordance with minimum wage laws in effect for off-campus employment. Work of a more skilled nature shall be compensated accordingly.

**101.7(6)** All checks or money shall be turned into the business office for deposit in the resident's account, not given directly to the resident.

**101.7(7)** Behavior unacceptable to the employer shall be reported to the institution. Behavior unacceptable to an employer shall not subject the resident to any sanctions, punishment or punitive restriction of privileges, unless it constitutes a public offense or violates institutional rules and, in that case, it shall follow the normal discipline procedure or referral to court for prosecution. Runaway residents shall be reported to the institution immediately.

This rule is intended to implement Iowa Code section 218.4.